

OHIO CIVIL RIGHTS COMMISSION
CHARGE OF DISCRIMINATION
EMPLOYMENT

Agency Use Only

☐ FEPA
☐ EEOC

CHARGE NUMBER: (Agency Use Only)

CLE 84 (44146) 0120017

Completely Fill in the Following

Robert W. Brown, Jr.

Name of Charging Party (First Middle Last)

14541 Schreiber Road

Address

Maple Hts.

Ohio

44137

Cuyahoga

City

State

Zip Code

County

330-814-2269

Telephone Number

7/27/17

Date(s) of Discrimination

City of Bedford

Name of Company

165 Center Road

Address

Bedford

Ohio

44146

Cuyahoga

City

State

Zip Code

County

440-232-1600

Telephone Number

+15

Total Number of Employees

Date of Hire

I believe I was discriminated against because of my: (Please identify)

☐ Race/Color☐ Sex☒ Disability☐ Military Status☐ Age (Over 40 years old only - List Date of Birth)☐ Religion☐ National Origin/Ancestry☒ Retaliation Requesting an accommodation

FOR AGE CASES ONLY: I have not commenced any action under sections 4112.14 or 4112.02(N), Revised Code with respect to the subject matter of the affidavit. I understand that upon filing of this charge with the Ohio Civil Rights Commission, I am barred from instituting any such civil action and that any monetary award or financial benefit I may receive may be limited to back pay and/or restoration of employment fringe benefits and may not include other damages to which I may be entitled as a result of such civil action.

Type of Discrimination:

☐ Demotion☐ Failure to Hire☐ Layoff☐ Other (Specify)☐ Discharge/Termination☐ Forced to Resign☐ Promotion☒ Discipline☒ Harassment/Sexual Harassment☒ Reasonable Accommodation

Please write a brief but detailed statement of the facts that you believe indicate an unlawful discriminatory practice. Please write legibly.

- I. I am employed by the Respondent as a Building Inspector. On or about July 18, 2017 I was suspended. I have requested a reasonable accommodation and as recently as July 2017 I have been denied. In addition as recently as August 2017 I have been subjected to harassment.
- II. I was informed by City Manager, Mike Mallis, that he was looking into it in response to my accommodation requests. Mr. Mallis also informed me that I was suspended for taking a city vehicle out of the city.
- III. I believe that I have been unlawfully discriminated against in on the basis of my disability and in retaliation for requesting an accommodation of by disability for the following reasons:
 - A. Despite requesting a reasonable accommodation, in the form of typing assistance, for months I have not been accommodated.
 - B. I was not given documentation regarding my suspension in violation of Respondent's policy. In addition I was not given progressive discipline which is also a violation of Respondent's policy.
 - C. I have received several notices for vacancies in other cities for positions similar to mine. I believe this is Respondent's way of telling me leave before I am removed. No one else receives these notices.

RECEIVED

AUG 17 2017

OCRC - INTAKE
CLEVELAND

PEN3AD 800-831-8869

EXHIBIT

1-24-19
27

EXHIBIT

N

I declare under penalty of perjury that I have read the above charge and that it is true to the best of my knowledge, information and belief. I will advise the agency(ies) if I change my address or telephone number and that I will cooperate fully with them in the processing of my charge in accordance to their procedures.

Robert W. Brown 8-17-17
Charging Party Signature Date

Notary or Ohio Civil Rights Commission Representative

Subscribed and sworn to before me on this

17 day of Aug 2017

Notary or Commission Representative

BEDFORD 0108